

Appl. No. 10/823,829  
Amdt. dated March 3, 2008  
Reply to Office action of November 6, 2008

**Amendments to the Claims:**

This listing of claims will replace all prior versions, and listings, of claims in the application:

**Listing of Claims**

1. (Previously Presented). An analytical method of providing human capital management information, said method comprising the steps of:

providing a plurality of individual capability tests to rate a plurality of competencies of an individual, the individual capability tests each having a plurality of questions used to assess a plurality of attributes associated with at least one of the plurality of competencies, each of the individual capability tests being a standardized measure of a psychological construct;

obtaining responses to the plurality of questions of each of the plurality of individual capability tests from the individual;

cross-referencing the responses relating to one of the plurality of attributes from at least two of the plurality of individual capability tests;

creating a comprehensive individual capability evaluation report that rates the plurality of competencies, the report being at least partially based upon the cross-referencing of the responses; and

providing the comprehensive individual capability evaluation to the individual by at least one of a printed report, a computer file, or a display screen.

2. (Previously Presented). The method of Claim 1 wherein said cross-referencing step includes creating a plurality of hallmark analysis within the comprehensive individual capability evaluation report, each one of the plurality of hallmark analysis relating to a specific quality of the individual.

3. (Previously Presented). The method of Claim 1 wherein said plurality of questions relate to one of the set of competencies including: Integrity, Continuous Learning, Speed/Initiative, Energized Team-building, Quality/Customer Oriented, Extraordinary Results, Effective Communication, Financial Literacy, Strategic Focus, and Emotional Maturity.

4. (Previously Presented). The method of Claim 1 further comprising the step of creating an individual action plan document containing a listing of transformational activities for enabling the individual to improve identified areas on the comprehensive individual capability evaluation report.

5. (Previously Presented). A computer server for providing human capital management information across a computer network, said computer server comprising:

means for providing a plurality of individual capability tests to rate a plurality of competencies of an individual, the individual capability tests each having a plurality of questions used to assess a plurality of attributes associated with at least one of the plurality of competencies, each of the individual capability tests being a standardized measure of a psychological construct;

means for obtaining responses to the plurality of questions of each of the plurality of individual capability tests from the individual; and

means for cross-referencing the responses relating to one of the plurality of attributes from at least two of the plurality of individual capability tests to create a comprehensive individual capability evaluation that rates the plurality of competencies.

6. (Original). The computer server of Claim 5 wherein said cross-referencing means includes means for creating a plurality of hallmark analysis within the comprehensive individual capability evaluation, each one of the plurality of hallmark analysis relating to a specific quality of the individual.

7. (Previously Presented). The computer server of Claim 5 wherein said plurality of questions relate to one of the set of competencies including: Integrity, Continuous Learning, Speed/Initiative, Energized Team-building, Quality/Customer Oriented, Extraordinary Results, Effective Communication, Financial Literacy, Strategic Focus, and Emotional Maturity.

8. (Original). The computer server of Claim 5 further comprising means for creating an individual action plan containing a listing of transformational activities for enabling the individual to improve identified areas on the comprehensive individual capability evaluation.

9. (Previously Presented). A computer readable medium, including operating instructions thereon such that when interpreted by a processor cause the processor to perform the steps of:  
providing a plurality of individual capability tests to a user of the computer system to rate a plurality of competencies of an individual, the individual capability tests each having a plurality of questions used to assess a plurality of attributes associated with at least one of the plurality of competencies, each of the individual capability tests being a standardized measure of a psychological construct;

obtaining responses to the plurality of questions of each of the plurality of individual capability tests from the individual using the computer system;

cross-referencing the responses relating to one of the plurality of attributes from at least two of the plurality of individual capability tests;

creating a comprehensive individual capability evaluation report that rates the plurality of competencies; and

providing the comprehensive individual capability evaluation report to the individual by at least one of printing the report on paper, saving the report to a computer file, or displaying the report on a display screen.

10. (Previously Presented). The computer-readable medium of Claim 9 wherein the instructions further cause the processor to perform the step of creating an individual action plan document containing a listing of transformational activities for enabling the individual to improve identified areas on the comprehensive individual capability evaluation report.

11. (Previously Presented). The computer readable medium of Claim 9 wherein said plurality of questions relate to one of the set of competencies including: Integrity, Continuous Learning, Speed/Initiative, Energized Team-building, Quality/Customer Oriented, Extraordinary Results, Effective Communication, Financial Literacy, Strategic Focus, and Emotional Maturity.

12. (Previously Presented). The computer readable medium of Claim 9 wherein said cross-referencing step includes creating a plurality of hallmark analysis within the comprehensive individual capability evaluation report, each one of the plurality of hallmark analysis relating to a specific quality of the individual.

13. (Previously Presented). The computer readable medium of Claim 9 wherein said providing step includes using an interactive computer server accessible over a computer network.

14. (Previously Presented). An analytical method of providing human capital management information, said method comprising the steps of:

providing a plurality of individual capability tests, the individual capability tests each having a plurality of questions relating to attributes associated with at least one of the a plurality of competencies, each of the individual capability tests being a standardized measure of a psychological construct;

obtaining responses to the plurality of questions of each of the plurality of individual capability tests from the individual to be evaluated;

cross-referencing the responses relating to an attribute according to a predetermined criteria relating to the competencies;

creating a comprehensive individual capability evaluation report; ~~and~~

creating an individual action plan document containing a listing of transformational activities for enabling the individual to improve identified competencies on the comprehensive individual capability evaluation; and

providing the individual action plan document to the individual by at least one of printing the report on paper, saving the report to a computer file, or displaying the report on a display screen.

15. (Previously Presented). The method of Claim 14 wherein said cross-referencing step includes a step of creating a plurality of hallmark analysis within the comprehensive individual

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capability evaluation, each one of the plurality of hallmark analysis relating to a specific quality of the individual.

16. (Previously Presented). The method of Claim 14 wherein said predetermined criteria relates to one of the set of competencies including: Integrity, Continuous Learning, Speed/Initiative, Energized Team-building, Quality/Customer Oriented, Extraordinary Results, Effective Communication, Financial Literacy, Strategic Focus, and Emotional Maturity.

17. (Previously Presented) The method of claim 1 wherein said cross-referencing step includes cross-referencing by competencies the responses relating to a particular attribute to create a comprehensive individual capability evaluation report relating to the attributes.

18. (Previously Presented) The computer server of claim 5 wherein said cross-referencing means includes means for cross-referencing by competencies the responses relating to a particular attribute to create a comprehensive individual capability evaluation relating to the attributes.

19. (Previously Presented) The computer readable medium of claim 9 wherein said cross-referencing step includes cross-referencing by competencies the responses relating to a particular attribute to create a comprehensive individual capability evaluation relating to the attributes.

20. (Previously Presented) The method of claim 14 wherein said cross-referencing step includes cross-referencing by competencies the responses relating to a particular attribute to create the comprehensive individual capability evaluation report relating to the attributes, and said individual action plan document creating step includes creating an individual action plan

document containing a listing of transformational activities for enabling the individual to improve identified attributes.

21. (Previously Presented). The method of claim 1 wherein said providing a plurality of individual capability tests step includes using attributes related to one or more of the following: Assertiveness, Creativity, Strategy, Motivation and Innovation.

22. (Previously Presented). The computer server of claim 5 wherein said providing means uses a plurality of individual capability tests with attributes related to one or more of the following: Assertiveness, Creativity, Strategy, Motivation and Innovation.

23. (Previously Presented). The computer readable medium of claim 9 wherein said providing a plurality of individual capability tests step includes using attributes related to one or more of the following: Assertiveness, Creativity, Strategy, Motivation and Innovation.

24. (Previously Presented). The method of claim 14 wherein said providing a plurality of individual capability tests step includes using attributes related to one or more of the following: Assertiveness, Creativity, Strategy, Motivation and Innovation.

25. (New) The method of claim 1, wherein the step of cross- referencing includes mapping a first question from a first test of the plurality of individual capability tests to a first competency of the plurality of competencies and mapping a second question from a second test of the plurality of individual capability tests to the first competency.

26. (New) The method of claim 1, wherein the step of creating an evaluation report includes presenting an evaluation based solely on a first test of the plurality of individual capability tests, presenting an evaluation based solely on a second test of the plurality of

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individual capability tests, and presenting an evaluation of a first competency based on the cross-referencing of the responses to the first and second tests.

27. (New) The computer server of claim 5, wherein the means for cross-referencing includes means for mapping a first question from a first test of the plurality of individual capability tests to a first competency of the plurality of competencies and means for mapping a second question from a second test of the plurality of individual capability tests to the first competency.

28. (New) The computer server of claim 5, wherein the comprehensive individual capability evaluation includes an evaluation based solely on a first test of the plurality of individual capability tests, an evaluation based solely on a second test of the plurality of individual capability tests, and an evaluation of a first competency based on the cross-referencing of the responses to the first and second tests.